

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3612

DO NOT WRITE IN THIS SPACE

Case
14-CA-113587Date Filed
September 17, 2013

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

McDonald's at 6406 Troost Ave., Kansas City, MO

b. Tel. No. (816) 523-0400

c. Cell No.

d. Address (Street, city, state, and ZIP code)

6406 Troost Ave.
Kansas City, Missouri 64110

e. Employer Representative

f. Fax No.

g. e-Mail

h. Number of workers employed
35-40i. Type of Establishment (factory, mine, wholesaler, etc.)
Restaurantj. Identify principal product or service
Food Service

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsection) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On dates within the last six months, the above-named employer has unlawfully interfered with, restrained, and coerced employees in the exercise of their rights under the Act by reducing the number of work hours assigned to employees (b) (6), (b) (7)(C) following (b) (6), (b) (7)(C) lawful participation in the strike on or about (b) (6), (b) (7)(C) 2013 and (b) (6), (b) (7)(C) lawful participation in the strike on or about (b) (6), (b) (7)(C) 2013, while not reducing the hours assigned to workers who did not participate in the strikes.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers' Organizing Committee, Kansas City

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 5946
Kansas City, MO 64171

4b. Tel. No. 816-585-7866

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Project of St. Louis Workers' Organizing Committee

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Fred Wickham--Attorney

(Print/type name and title or office, if any)

Tel. No. 816-753-8751

Office, if any, Cell No.

Fax No. 816-373-9540

e-Mail

fred@wickham-wood.com

Address 4317 S. River Blvd., Kansas City, MO 64055

9/17/2013
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlr.gov
Telephone: (913)967-3000
Fax: (913)967-3010

September 18, 2013

McDonald's
6406 Troost Avenue
Kansas City, MO 64110

Re: McDonald's at 6406 Troost Ave., Kansas
City, MO
Case 14-CA-113587

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney William LeMaster whose telephone number is (913)967-3027. william.lemaster@nlrb.gov If this Board agent is not available, you may contact Supervisory Field Attorney Susan Wade-Wilhoit whose telephone number is (913)967-3014.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent.

September 18, 2013

Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Daniel L. Hubbel
Regional Director

By:

/s/ Naomi L. Stuart

Naomi L. Stuart
Officer in Charge

NLS/mcn
Enclosure

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

McDonald's at 6406 Troost Ave., Kansas City, MO

CASE NUMBER

14-CA-113587

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC****A. STATE OF INCORPORATION OR FORMATION****B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES****4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)**YES NO**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months**? If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**MCDONALD'S AT 6406 TROOST AVE.,
KANSAS CITY, MO**

and

Charging Party

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010

September 18, 2013

Fred Wickham, Attorney
Wickham & Wood, LLC
4317 South River Boulevard
Independence, MO 64055-4586

Re: McDonald's at 6406 Troost Ave., Kansas
City, MO
Case 14-CA-113587

Dear Sir or Madam:

The charge that you filed in this case on September 18, 2013 has been docketed as case number 14-CA-113587. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney William LeMaster whose telephone number is (913)967-3027. william.lemaster@nlrb.gov If the Board agent is not available, you may contact Supervisory Field Attorney Susan Wade-Wilhoit whose telephone number is (913)967-3014.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

September 18, 2013

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Daniel L. Hubbel
Regional Director

By:

/s/ Naomi L. Stuart

Naomi L. Stuart
Officer in Charge

NLS/mcn
Enclosure

cc: Workers' Organizing Committee, KC
P.O. Box 5946
Kansas City, MO 64171

From: [Fred Wickham](#)
To: [LeMaster, William](#)
Subject: (b) (6), (b) (7)(C), (b) (7)(D)
Date: Thursday, September 19, 2013 6:09:59 PM
Attachments: (b) (6), (b) (7)(C), (b) (7)(D).pdf

Bill,

(b) (6), (b) (7)(C), (b) (7)(D) is available to give (b) (6), (b) (7)(C), (b) (7)(D) affidavit (b) (6), (b) (7)(C), (b) (7)(D) I've attached (b) (6), (b) (7)(C), (b) (7)(D) pay stubs, which cover the entire time (b) (6), (b) (7)(C), (b) (7)(D) has been with McDonald's. (b) (6), (b) (7)(C), (b) (7)(D) participated in both the (b) (6), (b) (7)(C), (b) (7)(D) and (b) (6), (b) (7)(C), (b) (7)(D) strikes. The pay stubs reflect that (b) (6), (b) (7)(C), (b) (7)(D) hours were cut almost in half following the first strike. Early this week, I think the day after we filed the ULP, a group of community leaders appeared at the McDonald's and demanded that the retaliation against (b) (6), (b) (7)(C), (b) (7)(D) stop and that (b) (6), (b) (7)(C), (b) (7)(D) hours be restored. I was just informed that (b) (6), (b) (7)(C), (b) (7)(D) at McDonald's has told (b) (6), (b) (7)(C), (b) (7)(D) that the reduction in hours was a mistake and that the hours would be restored. Please let me know if you need anything else.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

(b) (6), (b) (7)(C)		EEID (b) (6), (b) (7)(C)		DEPT # (b) (6), (b) (7)(C)		Check (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 013 to (b) (6), (b) (7)(C) 013				
WEEKLY	RATE	HOURLY/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION
Regular	(b) (6), (b) (7)(C)								MED SOC MOKAN	(b) (6), (b) (7)(C)		Office Phone 913-281-9500 (Fax 913-281-1080)
TOTALS (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET (b) (6), (b) (7)(C)												

KING'S MANAGEMENT COMPANY, INC.		5800 FOXRIDGE DRIVE SUITE 408		MISSION KS 66202		Pay Date (b) (6), (b) (7)(C) 013						
EE # (b) (6), (b) (7)(C)		EEID (b) (6), (b) (7)(C)		DEPT # (b) (6), (b) (7)(C)		Check (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 013 to (b) (6), (b) (7)(C) 013				
BI-WEEKLY	RATE	HOURLY/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION
Regular	(b) (6), (b) (7)(C)								MED SOC MOKAN	(b) (6), (b) (7)(C)		Office Phone 913-281-9500 (Fax 913-281-1080)
TOTALS (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET (b) (6), (b) (7)(C)												

KING'S MANAGEMENT COMPANY, INC.		5800 FOXRIDGE DRIVE SUITE 408		MISSION KS 66202		Pay Date (b) (6), (b) (7)(C) 013						
EE # (b) (6), (b) (7)(C)		EEID (b) (6), (b) (7)(C)		DEPT # (b) (6), (b) (7)(C)		Check (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 013 to (b) (6), (b) (7)(C) 013				
BI-WEEKLY	RATE	HOURLY/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION
Regular	(b) (6), (b) (7)(C)								MED SOC MOKAN	(b) (6), (b) (7)(C)		Office Phone 913-281-9500 (Fax 913-281-1080)
TOTALS (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET (b) (6), (b) (7)(C)												

KING'S MANAGEMENT COMPANY, INC.		5800 FOXRIDGE DRIVE SUITE 408		MISSION KS 66202		Pay Date (b) (6), (b) (7)(C) 013						
EE # 593 (b) (6), (b) (7)(C)		EEID (b) (6), (b) (7)(C)		DEPT # (b) (6), (b) (7)(C)		Check (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 013 to (b) (6), (b) (7)(C) 013				
BI-WEEKLY	RATE	HOURLY/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION
Regular	(b) (6), (b) (7)(C)								MED SOC MOKAN	(b) (6), (b) (7)(C)		Office Phone 913-281-9500 (Fax 913-281-1080)
TOTALS (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET (b) (6), (b) (7)(C)												

EE # (b) (6), (b) (7)(C)		EEID (b) (6), (b) (7)(C)		DEPT (b) (6), (b) (7)(C)		Check (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 2013 to (b) (6), (b) (7)(C) 2013				
BI-WEEKLY	RATE	HOUR/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION
Regular	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)				FITWH MED SOC MOKAN	(b) (6), (b) (7)(C)		Office Phone 913-281-9800 Fax 913-281-1080
										(b) (6), (b) (7)(C)		
TOTALS										(b) (6), (b) (7)(C)		NET (b) (6), (b) (7)(C)

FOLD AND REMOVE Payroll

KING'S MANAGEMENT COMPANY, INC.				5800 FOXRIDGE DRIVE SUITE 403				MISSION KS 66202				Pay Date (b) (6), (b) (7)(C) 2013			
EE # (b) (6), (b) (7)(C)		EEID (b) (6), (b) (7)(C)		DEPT (b) (6), (b) (7)(C)		Check (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 2013 to (b) (6), (b) (7)(C) 2013							
BI-WEEKLY	RATE	HOUR/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION			
Regular	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)				FITWH MED SOC MOKAN	(b) (6), (b) (7)(C)		Office Phone 913-281-9800 (Fax 913-281-1080)			
										(b) (6), (b) (7)(C)					
TOTALS										(b) (6), (b) (7)(C)		NET (b) (6), (b) (7)(C)			

FOLD AND REMOVE Payroll

EE: (b) (6), (b) (7)(C)		EEID: (b) (6), (b) (7)(C)		DEPT: (b) (6), (b) (7)(C)		Check: (b) (6), (b) (7)(C)		Period: (b) (6), (b) (7)(C) 2013 to (b) (6), (b) (7)(C) 2013				
BI-WEEKLY	RATE	HOUR/UNIT	CURRENT \$	YTD HR/UNIT	YTD \$	DEDUCTION	CURRENT \$	YTD \$	TAX	CURRENT \$	YTD \$	OTHER INFORMATION
Regular	(b) (6), (b) (7)(C)								FITWH MED SOC MOKAN	(b) (6), (b) (7)(C) Office Phone 913-281-8800 (Fax 913-281-1080)		
TOTALS		(b) (6), (b) (7)(C)								(b) (6), (b) (7)(C)		FITWH MO NET (b) (6), (b) (7)(C)

FOLD HERE TO REMOVE PAYSLIP

From: [Fred Wickham](#)
To: [LeMaster, William](#)
Subject: Fw: (b) (6), (b) (7)(C)'s Hrs Docs: ULP
Date: Monday, September 23, 2013 8:23:43 AM
Attachments: (b) (6), [Hrs.jpg](#)
(b) [002.jpg](#)
) [003.jpg](#)
(6) [004.jpg](#)
) [005.jpg](#)
) [006.jpg](#)
(b) [007.jpg](#)
) [008.jpg](#)
) [009.jpg](#)
(7) [010.jpg](#)

Bill,

Attached are the actual times (b) (6), (b) (7)(C) has worked since (b) (6), (b) (7)(C) started at McDonald's. Please let me know if you need any additional information.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

----- Forwarded Message -----

From: Michael M. Enriquez <michael.m.enriquez@gmail.com>
To: Fred Wickham <fred@wickham-wood.com>
Cc: (b) (6), (b) (7)(C)
Sent: Saturday, September 21, 2013 4:28 PM
Subject: (b) (6), (b) (7)(C)'s Hrs Docs: ULP

Fred,

Attached you'll find various docs relating to (b) (6) hours at McD's 63rd. Thanks and hope you

can find some time to relax in North Carolina.

--

All the best,

Mike M. Enriquez


Workers Organizing Comm. of KC

<http://www.standupkc.org/>

#StandUpKC

C: 816.585.7866

-

 Return To Full View

Dates: To:

* Start and end dates correspond with pay cycles

REFRESH

Location:

Avg. Weekly Hrs:

Show:

* NOTE: This data does not include any payroll changes that happened outside of the ISP. The data comes only from the ISP. Only complete pay periods are used for each employee's calculation. Pay periods in which an employee is hired after the first day, or terminated before the last day, are not included.

Detail Level:

Excel

Show entries

Search:

Pay Period	Badge	Name	SSN	Hire Date	Days Worked	Reg. Hrs.	O.T. Hrs.	Holiday Hrs.	Premium Hrs.	Misc. Hrs.	Avg Weekly Hrs
SUMMARY		(b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)					

Showing 1 to 1 of 1 entries (filtered from 963 total entries)

Return To Full View

Dates: To:

* Start and end dates correspond with pay cycles

REFRESH

Location:

Avg. Weekly Hrs:

Show:

* NOTE: This data does not include any payroll changes that happened outside of the ISP. The data comes only from the ISP. Only complete pay periods are used for each employee's calculation. Pay periods in which an employee is hired after the first day, or terminated before the last day, are not included.

Detail Level:


Excel

Show entries

Search:

Pay Period	Badge	Name	SSN	Hire Date	Days Worked	Reg. Hrs.	O.T. Hrs.	Holiday Hrs.	Premium Hrs.	Misc. Hrs.	Avg Weekly Hrs
SUMMARY											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											
(b) (6), (b) (7)(C) 2013											

Showing 1 to 8 of 8 entries (filtered from 963 total entries)

 Return To Full View

Dates: (b) (6), 2013 (Wed) TO: (b) (6), 2013 (Tue)

Location: 11617

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun

REFRESH

Time Punch Summary For (b) (6), (b) (7)(C) SSN: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Return To Full View

Dates: (b) (6), (b) (7)(C) 2013 (Wed) TO: (b) (6), (b) (7)(C) 2013 (Tue)

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun


REFRESH

Location: 11617

Time Punch Summary For (b) (6), (b) (7)(C) SSN: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

 Return To Full View

Dates: (b) (6), (b) (7)(C) 2013 (Wed) TO: (b) (6), (b) (7)(C) 2013 (Tue)

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun


REFRESH

Location: 11617

Time Punch Summary For (b) (6), (b) (7)(C) SSN: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

 Return To Full View

Dates: (b) (6), (b) (7)(C) 2013 (Wed) TO: (b) (6), (b) (7)(C) 2013 (Tue)

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun

REFRESH

Location: 11617

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

[Return To Full View](#)

Dates: (b) (6), (b) (7)(C) 2013 (Wed) TO: (b) (6), (b) (7)(C) 2013 (Tue)

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun


REFRESH

Location: 11617

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

 Return To Full View

Dates: (b) (6), (b) (7)(C) 013 (Wed) TO: (b) (6), (b) (7)(C) 013 (Tue)

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun

REFRESH

Location: 11617

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

 Return To Full View

Dates: (b) (6), (b) (7)(C) 2013 (Wed) TO: (b) (6), (b) (7)(C) 2013 (Tue)

Location: 11617

☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☒ Sat ☒ Sun

REFRESH

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Selected Date: (b) (6), (b) (7)(C) 2013 (Tue)

Location: 11617

Total For (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

* NOTE: This data does not include any payroll changes that happened outside of the ISP. The data comes only from the ISP. Only complete pay periods are used for each employee's calculation. Pay periods in which an employee is hired after the first day, or terminated before the last day, are not included.

Detail Level: **Show Detail**

Excel

Show **ALL** entries

Search: (b) (6), (b) (7)(C)

[illegible]

Showing 1 to 8 of 8 entries (filtered from 963 total entries)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Summary For (b) (6), (b) (7)(C) SSN: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C)

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Time Punch Summary For (b) (6), (b) (7)(C) (SSN: (b) (6), (b) (7)(C))

Shift Details Paid Breaks Daily Totals

Start	Location	End	Shift In	Shift Out	Start Break	End Break	Net Time	Hours
(b) (6), (b) (7)(C)								

Total For (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

* NOTE: This data does not include any payroll changes appened outside of the ISP. The data comes only from the ISP. Only complete pay periods are used for each employee's calculation. Pay periods in which an employee is hired after the first day, or terminated before the last day, are not included.

Detail Level: Summary

Excel

Show ALL entries

Search: (b) (6), (b) (7)(C)

Pay Period	Badge	Name	SSN	Hire Date	Days Worked	Reg. Hrs.	O.T. Hrs.	Holiday Hrs.	Premium Hrs.	Misc. Hrs.	Avg Weekly Hrs
------------	-------	------	-----	-----------	-------------	-----------	-----------	--------------	--------------	------------	----------------

SUMMARY

(b) (6), (b) (7)(C)

Showing 1 to 1 of 1 entries (filtered from 963 total entries)

From: [Fred Wickham](#)
To: [LeMaster, William](#)
Subject: Re: (b) (6), (b) (7)(C) Hrs Docs: ULP
Date: Thursday, September 26, 2013 4:14:40 PM

Bill,

There's no problem on our end contacting (b) (6), (b) (7)(C) directly. I believe (b) (6), (b) (7) available today if you want to try and reach (b) (6), (b) (7). Let me know if you need anything else.

Thanks,

[Fred Wickham](#)

[Wickham & Wood, LLC](#)
[4317 S. River Blvd.](#)
[Independence, MO 64055](#)
[Phone: 816-753-8751](#)
[Fax: 816-373-9540](#)

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at [\(816\) 753-8751](#).

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Thursday, September 26, 2013 3:14 PM
Subject: RE: (b) (6), (b) (7)(C) Hrs Docs: ULP

I have (b) (6), (b) (7) cell number. I don't have a preferred time to call. It will be a brief conversation, so whenever (b) (6), (b) (7) is available. Bill

From: Fred Wickham [mailto:fred@wickham-wood.com]
Sent: Thursday, September 26, 2013 2:13 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C) Hrs Docs: ULP

Hi Bill,

I don't have a problem with you talking to (b) (6), (b) (7) directly, but I'm waiting to get an okay from my

folks. I'm in North Carolina, so communication has been a little disjointed, but I'll let you know as soon as I have the okay. Do you have contact information for (b) (6), (b) (7)(C) and do you have a preferred time to call? If necessary, I'm sure one of the organizers could get (b) (6) to your office if necessary.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Wednesday, September 25, 2013 2:14 PM
Subject: RE: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred,

The Employer has provided a daily breakdown of (b) (6), (b) (7)(C) schedule dating back to (b) (6), (b) (7)(C) start date. I need to ask (b) (6), (b) (7)(C) three questions:

1. Did (b) (6), (b) (7)(C) request not to be scheduled over a (b) (6), (b) (7)(C) day period (b) (6), (b) (7)(C) The Employer alleges that (b) (6), (b) (7)(C) requested those days off.
2. Did (b) (6), (b) (7)(C) leave work after 1 minute on (b) (6), (b) (7)(C) The Employer alleges that (b) (6), (b) (7)(C) was scheduled from (b) (6), (b) (7)(C) that day and worked less than one minute.
3. Did (b) (6), (b) (7)(C) work a double shift on (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was scheduled to work (b) (6), (b) (7)(C) and the Employer alleges that (b) (6), (b) (7)(C) worked (b) (6), (b) (7)(C) hours (showing up (b) (6), (b) (7)(C) minutes late) and then worked another (b) (6), (b) (7)(C) hour shift that day.

Do you mind if I contact (b) (6), (b) (7)(C) directly or do you have a preference?

Thanks,

Bill

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Tuesday, September 24, 2013 3:04 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C), (b) (7)(D) Hrs Docs: ULP

Hi Bill,

It sounds like maybe there was a miscommunication somewhere between what reported to (b) (6), (b) (7)(C), (b) (7)(D) and what was reported to me (I hadn't talked to either (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) about that particular point). Upon receiving your email I corresponded with (b) (6), (b) (7)(C) who told me (b) (6), (b) (7)(C), (b) (7)(D) stated in (b) (6), (b) (7)(C) affidavit that (b) (6), (b) (7)(C) had apologized for the cut in hours but had not characterized it as a mistake. I am guessing somewhere along the line the apology was incorrectly reported as saying it was a "mistake" before the information got to me. I am not aware of anyone else who has talked to (b) (6), (b) (7)(C) other than (b) (6), (b) (7)(C), (b) (7)(D) so I would just go with whatever (b) (6), (b) (7)(C) told you during (b) (6), (b) (7)(C) affidavit as being the most reliable information we have on that point. Let me know if you need any more information.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Monday, September 23, 2013 12:56 PM
Subject: RE: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred.

(b) (6), (b) (7)(C), (b) (7)(D) and (b) (6), (b) (7)(C), (b) (7)(D) provided affidavits this morning. I just got off the phone briefly with (b) (6), (b) (7)(C) and I have asked that (b) (6) confirm/clarify whether (b) (6), (b) (7)(C) has acknowledged that (b) (6), (b) (7)(C), (b) (7)(D) reduction in hours were a mistake as (b) (6) is not aware of that. That might have been a misunderstanding of what was actually told to (b) (6), (b) (7)(C), (b) (7)(D) by one of (b) (6), (b) (7)(C) – but I would like to verify whether (b) (6), (b) (7)(C) made such a statement to (b) (6), (b) (7)(C), etc. when addressed with the issue.

Thanks,

Bill

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Monday, September 23, 2013 7:23 AM
To: LeMaster, William
Subject: Fw: (b) (6), (b) (7)(C) Hrs Docs: ULP

Bill,

Attached are the actual times (b) (6), (b) (7)(C) has worked since (b) (6), (b) (7)(C) started at McDonald's. Please let me know if you need any additional information.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

----- Forwarded Message -----

From: Michael M. Enriquez <michael.m.enriquez@gmail.com>
To: Fred Wickham <fred@wickham-wood.com>
Cc: (b) (6), (b) (7)(C)

Sent: Saturday, September 21, 2013 4:28 PM

Subject: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred,

Attached you'll find various docs relating to (b) (6), (b) (7) hours at McDs 63rd. Thanks and hope you can find some time to relax in North Carolina.

--

All the best,

Mike M. Enriquez

Workers Organizing Comm. of KC

<http://www.standupkc.org/>

#StandUpKC

C: 816.585.7866

-

From: Fred
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C) Hrs Docs: ULP
Date: Monday, October 21, 2013 2:21:06 PM

Bill,

Here are the responses (b) (6), (b) (7)(C) sent me after he spoke with (b) (6), (b) (7)(C)

- 1.) (b) (6), (b) (7)(C) did request the (b) (6), (b) (7)(C) off. (b) (6), (b) (7)(C)
- 2.) (b) (6), (b) (7)(C) did not leave work on (b) (6), (b) (7)(C) volition on (b) (6), (b) (7)(C) - due to a (b) (6), (b) (7)(C). The (b) (6), (b) (7)(C) said, "We don't need you" and sent (b) (6), (b) (7)(C) home.
- 3.) (b) (6), (b) (7)(C) was 15 mins late on (b) (6), (b) (7)(C) completed (b) (6), (b) (7)(C) first shift as scheduled that day. After (b) (6), (b) (7)(C) left work, (b) (6), (b) (7)(C) named (b) (6), (b) (7)(C) called (b) (6), (b) (7)(C) to work a second full shift, which (b) (6), (b) (7)(C) did.

Please let me know if you need anything else.

Thanks,

Fred

Sent from my iPhone

On Oct 21, 2013, at 11:21 AM, "LeMaster, William" <William.LeMaster@nlrb.gov> wrote:

Fred – do you have answers for me yet? Thanks, Bill

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Thursday, October 17, 2013 10:34 AM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C) Hrs Docs: ULP

Bill,

Glad you're back! I will get you the info as soon as possible.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.

Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Thursday, October 17, 2013 8:40 AM
Subject: FW: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred,

Our office is up and running again. I reached (b) (6), (b) (7)(C) prior to the shutdown. However, (b) (6), (b) (7)(C) was at work and asked if (b) (6), (b) (7)(C) could call me back later. (b) (6), (b) (7)(C) did not. Please get me the answers to the questions below as soon as possible.

Thanks,

Bill

From: LeMaster, William
Sent: Wednesday, September 25, 2013 1:16 PM
To: 'Fred Wickham'
Subject: RE: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred,

The Employer has provided a daily breakdown of (b) (6), (b) (7)(C) schedule dating back to (b) (6), (b) (7)(C) start date. I need to ask (b) (6), (b) (7)(C) three questions:

1. Did (b) (6), (b) (7)(C) request not to be scheduled over a (b) (6), (b) (7)(C) day period (b) (6), (b) (7)(C) The Employer alleges that (b) (6), (b) (7)(C) requested those days off.
2. Did (b) (6), (b) (7)(C) leave work after 1 minute on (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) The Employer alleges that (b) (6), (b) (7)(C) was scheduled from (b) (6), (b) (7)(C) that day and worked less than one minute.

3. Did (b) (6), (b) (7)(C) work a double shift on (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was scheduled to work (b) (6), (b) (7)(C) and the Employer alleges that (b) (6), (b) (7)(C) worked (b) (6), (b) (7)(C) hours (showing up (b) (6) minutes late) and then worked another (b) (6) hour shift that day.

Do you mind if I contact (b) (6), (b) (7)(C) directly or do you have a preference?

Thanks,

Bill

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Tuesday, September 24, 2013 3:04 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C) Hrs Docs: ULP

Hi Bill,

It sounds like maybe there was a miscommunication somewhere between what (b) (6), (b) (7)(C) reported to (b) (6), (b) (7)(C) and what was reported to me (I hadn't talked to either (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) about that particular point). Upon receiving your email I corresponded with (b) (6), (b) (7)(C) who told me (b) (6), (b) (7)(C) stated in (b) (6), (b) (7)(C) affidavit that (b) (6), (b) (7)(C) had apologized for the cut in hours but had not characterized it as a mistake. I am guessing somewhere along the line the apology was incorrectly reported as saying it was a "mistake" before the information got to me. I am not aware of anyone else who has talked to (b) (6), (b) (7)(C) other than (b) (6), (b) (7)(C) so I would just go with whatever (b) (6), (b) (7)(C) told you during (b) (6), (b) (7)(C) affidavit as being the most reliable information we have on that point. Let me know if you need any more information.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in

error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Monday, September 23, 2013 12:56 PM
Subject: RE: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred,

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) provided affidavits this morning. I just got off the phone briefly with (b) (6), (b) (7)(C) and I have asked that (b) (6) confirm/clarify whether (b) (6), (b) (7)(C) has acknowledged that (b) (6), (b) (7)(C) reduction in hours were a mistake as (b) (6) is not aware of that. That might have been a misunderstanding of what was actually told to (b) (6), (b) (7)(C) by (b) (6), (b) (7)(C) – but I would like to verify whether (b) (6), (b) (7)(C) made such a statement to (b) (6), (b) (7)(C), etc. when addressed with the issue.

Thanks,

Bill

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Monday, September 23, 2013 7:23 AM
To: LeMaster, William
Subject: Fw: (b) (6), (b) (7)(C) Hrs Docs: ULP

Bill,

Attached are the actual times (b) (6), (b) (7)(C) has worked since (b) (6) started at McDonald's. Please let me know if you need any additional information.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at

once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

----- Forwarded Message -----

From: Michael M. Enriquez <michael.m.enriquez@gmail.com>

To: Fred Wickham <fred@wickham-wood.com>

Cc: (b) (6), (b) (7)(C)

Sent: Saturday, September 21, 2013 4:28 PM

Subject: (b) (6), (b) (7)(C) Hrs Docs: ULP

Fred,

Attached you'll find various docs relating to (b) (6), (b) (7) hours at McDs 63rd. Thanks and hope you can find some time to relax in North Carolina.

--

All the best,

Mike M. Enriquez

Workers Organizing Comm. of KC

<http://www.standupkc.org/>

#StandUpKC

C: 816.585.7866

-

From: [Fred Wickham](#)
To: [LeMaster, William](#)
Subject: Re: (b) (6), (b) (7)(C)
Date: Tuesday, November 19, 2013 5:31:43 PM

Bill,

This is to confirm my client's understanding that the disputed pay periods were the consecutive pay periods between (b) (6), (b) (7)(C) as stated in your email below. Please let me know if you need any more information.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Tuesday, November 19, 2013 4:23 PM
Subject: RE: (b) (6), (b) (7)(C)

Fred,

Do me a favor and confirm, as you did during our phone call a few minutes ago, that you/the Charging Party have the same understanding with respect to my email below and the disputed pay periods.

Thanks!

Bill

From: Fred Wickham [mailto:fred@wickham-wood.com]
Sent: Tuesday, November 19, 2013 4:00 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

I was just looking for your phone number. Would you give me a call asap.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Tuesday, November 19, 2013 3:53 PM
Subject: RE (b) (6), (b) (7)(C)

Fred,

The case is with Regional management pending a decision. There were two consecutive pay periods (b) (6), (b) (7)(C) where (b) (6), dipped well below (b) previous range of anywhere between (b) and approximately (b) hours ((b) and (b) respectively). (b) hours then went back up following (b) (6), (b) to two consecutive (b) hour pay periods. I wanted to confirm that the hours (b) (6), was referring to in (b) dip were those two consecutive pay periods between (b) (6), (b) and only those, as that was my understanding during the investigation – that (b) hours dropped immediately following the initial protest. If you would confirm immediately, I would appreciate it.

Thanks,

Bill

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Wednesday, November 06, 2013 4:09 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

I apologize for not getting back with you sooner.

We do not have any information regarding the specific time for which (b) (6), (b) (7)(C) believes (b) (6), (b) (7)(C) was not paid.

We are not aware of any additional witnesses to the conversation (b) (6), (b) (7)(C) had with (b) (6), (b) (7)(C) the day (b) (6), (b) (7)(C) went home with alleged (b) (6), (b) (7)(C) issues.

Please let me know if you need anything else.

Sincerely,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us

immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nrlb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Wednesday, November 6, 2013 3:38 PM
Subject: (b) (6), (b) (7)(C)

Fred,

Do you have answers to my questions from the last time we spoke? I need them immediately.

Bill

UNITED STATES GOVERNMENT
National Labor Relations Board



Memorandum

TO: RD Hubbel
CC: OIC Stuart, DRA Taves, SFA Wade-Wilhoit
FROM: FA LeMaster
DATE: November 20, 2013
CASE: McDonald's (KC, MO/Troost)
14-CA-113587
SUBJECT: Recommendation to (b) (5)

This charge was initially filed by the Workers Organizing Committee, Kansas City (CP), alleging that McDonald's employee (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) hours reduced following (b) (6), (b) (7)(C) participation in protected protests (b) (5), (b) (6), (b) (7)(C)

[REDACTED] Wickham has requested withdrawal of the charge. His withdrawal is routed with the file.

I recommend (b) (5). This is not an adjusted case.

WFL

LeMaster, William

From: Fred Wickham [fred@wickham-wood.com]
Sent: Tuesday, November 19, 2013 4:39 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

Please consider this correspondence as my clients' withdrawal of the charges in the McDonald's at 6406 Troost Ave. matter, case no. 14-CA-113587.

Thank you for your attention to this matter.

Sincerely,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

APPROVED: 11-20-13
(DATE)

Daniel Hubbel by NS
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

WD

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Tuesday, November 19, 2013 4:23 PM
Subject: RE: (b) (6), (b) (7)(C)

Fred,

Do me a favor and confirm, as you did during our phone call a few minutes ago, that you/the Charging Party have the same understanding with respect to my email below and the disputed pay periods.

Thanks!

Bill

From: Fred Wickham [mailto:fred@wickham-wood.com]
Sent: Tuesday, November 19, 2013 4:00 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

I was just looking for your phone number. Would you give me a call asap.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Tuesday, November 19, 2013 3:53 PM
Subject: RE: (b) (6), (b) (7)(C)

Fred,

The case is with Regional management pending a decision. There were two consecutive pay periods ((b) (6), (b) (7)(C)) and (b) (6) where (b) (6), (b) (7)(C) dipped well below (b) (6) previous range of anywhere between (b) (6) and approximately (b) (6) hours ((b) (6) and (b) (6) respectively). (b) (6), (b) (7)(C) hours then went back up following (b) (6), (b) (6) to two consecutive (b) (6) hour pay periods. I wanted to confirm that the hours (b) (6), (b) (7)(C) was referring to in (b) (6), (b) (7)(C) dip were those two consecutive pay periods between (b) (6), (b) (6) and only those, as that was my understanding during the investigation – that (b) (6), (b) (7)(C) hours dropped immediately following the initial protest. If you would confirm immediately, I would appreciate it.

Thanks,

Bill

•(b) respectively). (b) (6), (b) hours then went back up following (b) (6), (b) to two consecutive (b) hour pay periods. I wanted to confirm that the hours (b) (6), (b) (7)(C) was referring to in (b) dip were those two consecutive pay periods between (b) (6), (b), and only those, as that was my understanding during the investigation – that (b) hours dropped immediately following the initial protest. If you would confirm immediately, I would appreciate it.

Thanks,

Bill

From: Fred Wickham [mailto:fred@wickham-wood.com]
Sent: Wednesday, November 06, 2013 4:09 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

I apologize for not getting back with you sooner.

We do not have any information regarding the specific time for which (b) (6), (b) (7)(C) believes (b) (6), (b) was not paid.

We are not aware of any additional witnesses to the conversation (b) (6), (b) (7)(C) had with (b) (6), (b) (7) the day (b) (6), (b) went home with alleged (b) (6), (b) issues.

Please let me know if you need anything else.

Sincerely,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Wednesday, November 6, 2013 3:38 PM
Subject: (b) (6), (b) (7)(C)

Fred,

Do you have answers to my questions from the last time we spoke? I need them immediately.

Bill

From: Fred Wickham [mailto:fred@wickham-wood.com]
Sent: Wednesday, November 06, 2013 4:09 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

I apologize for not getting back with you sooner.

We do not have any information regarding the specific time for which (b) (6), (b) (7)(C) believes (b) (6), (b) (7)(C) was not paid.

We are not aware of any additional witnesses to the conversation (b) (6), (b) (7)(C) had with (b) (6), (b) (7)(C) the day (b) (6), (b) (7)(C) went home with alleged (b) (6), (b) (7)(C) issues.

Please let me know if you need anything else.

Sincerely,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Wednesday, November 6, 2013 3:38 PM
Subject: (b) (6), (b) (7)(C)

Fred,

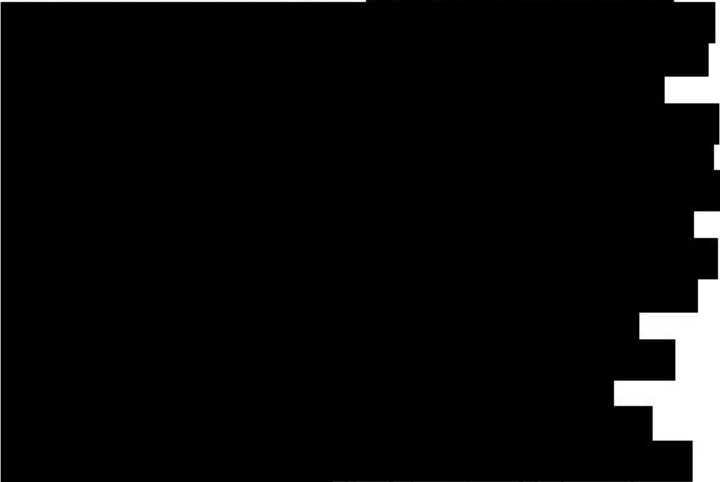
Do you have answers to my questions from the last time we spoke? I need them immediately.

Bill

Case Name: McDonald's at 6406 Troost Ave., Kansas City, MO
Case No. 14-CA-113587
Agent: Field Attorney WILLIAM LEMASTER

CASEHANDLING LOG

Date	Person Contacted	Method of Contact	Description of Contact or Activity
9/19	Fred Wickham	Phone	PC to Wickham. Discussed case briefly. He is out of the office next week but will arrange for the discriminatee to come to the office. He will check on a couple dates and let me know. He will also email me time sheets. See email from that date.
9/23	Jeff Place	Phone	Counsel for the ER. In negotiations today but understands that the discriminatees hours have not been reduced. Call him at 816-627-4402 or cell at 913-205-7123.
9/23	Place	Phone	LM for Place that I have seen the hours for the CP and (b) (6), (b) (7)(C) hours went down from (b) (6), (b) (7)(C) for the two pay periods following the initial protest.
9/26	(b) (6), (b) (7)(C)	Phone	LM for (b) (6), (b) (7)(C) to call me after receiving permission from counsel. (b) (6), (b) (7)(C) returned my message after hours.
9/27	(b) (6), (b) (7)(C)	Phone	PC to (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) was at work and would call me after. (b) (6), (b) (7)(C) did not.
10/24	Wickham	Phone	PC to Wickham. I walked him through the information I had from the Employer, confirmed by (b) (6), (b) (7)(C), as (b) (6), (b) (7)(C) absences appear to strongly skew the reduced hours during the pay period in question. (b) (5), (b) (6), (b) (7)(C) <div style="background-color: black; width: 100%; height: 150px; margin-top: 10px;"></div> He appreciated the call.
10/25	Wickham	Phone	PC to Wickham. I told Fred that we were looking at a few somewhat related items involving (b) (6), (b) (7)(C) and we are seeking a formal position from the ER on those items. (b) (5), (b) (6), (b) (7)(C) <div style="background-color: black; width: 100%; height: 40px; margin-top: 10px;"></div>

			(b) (5), (b) (6), (b) (7)(C) I asked that he find out two things (1) does (b) (5), (b) (6), (b) (7)(C) dispute any of (b) time cards that (b) had provided the Region and (2) does (b) have any witnesses to (b) conversation with (b) (6), (b) (7)(C) when (b) allegedly sent (b) home early. He will get on it.
10/25	Place	Email	Email Request for Evidence to Place for a few issues that the Region had questions about.
11/19	Wickham	Email	Email Wickham with confirmation that the two pay periods we were analyzing regarding a dip in hours were the two starting in (b) (6), and ending (b) (6), (b) (7)(C).
11/19	Wickham	Phone	PC from Wickham. He wanted to contact me concerning recent occurrences and information his client had been advised of. (b) (5), (b) (6), (b) (7)(C)  it wishes to withdraw the charge at this time in lieu of further processing/investigation. Wickham will email me that request.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlr.gov
Telephone: (913)967-3000
Fax: (913)967-3010

November 25, 2013

Jeff Place, Attorney
Littler Employment & Labor Law Solutions Worldwide
1201 Walnut Street, Suite 1450
Kansas City, MO 64106

Re: McDonald's at 6406 Troost Ave., Kansas
City, MO
Case 14-CA-113587

Dear Mr. Place:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Daniel L. Hubbel
Regional Director

By:

/s/ Naomi L. Stuart

Naomi L. Stuart
Officer in Charge

NLS/mcn

cc: McDonald's
6406 Troost Avenue
Kansas City, MO 64110

Fred Wickham, Attorney
Wickham & Wood, LLC
4317 South River Boulevard
Independence, MO 64055-4586

Workers Org. Committee-KC
P.O. Box 5946
Kansas City, MO 64171